Every day at Realogy, we make lives better by helping people with one of their most important decisions: finding a home.

As the largest full-service residential real estate services company in the United States, they trust us — along with our affiliated agents and franchisees — to guide them through a complex process that will shape their lives for years to come. Why do they trust us? Because they know integrity, excellence and community are at the heart of everything we do.

Realogy continues to demonstrate why it has a well-earned reputation as a trusted corporate citizen. For the eighth consecutive year, the company has been recognized as one of the World’s Most Ethical Companies by Ethisphere Institute, a designation bestowed upon companies that embrace the role of being a driving force for improving communities, building empowered workforces, and fostering cultures focused on ethics and a sense of purpose.

We start with our commitment to having an inclusive environment that fosters a diverse and inclusive workplace. We drive diversity internally through multiple Diversity and Inclusion Councils and robust Employee Resource Groups that promote a welcoming culture throughout our company. Our efforts are succeeding: The independent analysts at Great Place to Work Institute designated us as a Great Place to Work for the second straight year—an achievement gained through anonymous employee feedback.

As a leader in our industry, we also understand that we have the responsibility to not only create an inclusive workplace where everyone can strive to reach their full potential but also serve as an agent and voice for equality and fairness in housing. I am proud that Realogy was the first residential real estate company to endorse the Equality Act and fully support H.R. 1447, amending the Fair Housing Act to include LGBT+ as protected classes.

This has also led us to forge collaborative partnerships with diverse industry groups that share our views, such as NAHREP, AREAA, NAREB and NAGLREP (which Realogy helped found in 2006), whose missions are to promote inclusion and improve homeownership rates of Hispanic, Asian-American, African-American, LGBT+ and other diverse populations.

Realogy’s concern for others extends deeply into the communities in which we operate. Together with our employees, affiliated agents and brokers, and in partnership with the Realogy Charitable Foundation, we have donated more than $100 million to philanthropic causes since 2006.

These are just some of the many examples of the meaningful impact we have had this year. I invite you to read further and learn why, at Realogy, integrity is not just a word on the wall—it is a core value that drives our success.

Ryan Schneider

Chief Executive Officer and President
WHO WE ARE

We are Realogy – The leading and most integrated provider of residential real estate services focused on empowering independent sales agents to best serve today’s consumers.

The Realogy Franchise Group is a global franchisor of some of the most recognized brands in real estate.

WHAT WE DO

We empower real estate professionals and strengthen communities by delivering exceptional brands, support and service through the quality and integrity of our people.

Our employees, agents and franchisees—paired with great technology—position us for continued success.

WHAT WE CARE ABOUT

Most

INTEGRITY

LEADERSHIP

INNOVATION

VALUE

PEOPLE

COMMUNITY
Integrity has become something of a corporate buzzword recently, but it’s been a core value at Realogy for years. We built our reputation on trust, and we have sustained relationships for decades based on that solid foundation. At Realogy, integrity means more than a reputation for honesty; it starts with how we treat each other, how we treat our customers and how we treat our business partners. It defines who we are as a company – valuing ethics above all, delivering on our promises, and providing transparency in everything we do.

Each year, we challenge ourselves to grow beyond where we are – to drive integrity into our systems and culture in new ways. Our program works because we continuously incorporate leading compliance practices and address new challenges through effective training, monitoring and risk mitigation strategies.

ETHICS LEADERSHIP

In June, Shacara Delgado was appointed as Realogy’s Chief Ethics & Compliance Officer.

A 17-year veteran of the company, Delgado has a successful track record leading enterprise-wide legal matters related to employees, real estate agent relations, and benefits. In her newly-expanded role, she leads Realogy’s Ethics & Compliance program while continuing to manage employment, benefits and contractor relations legal matters.

“Shacara has shown great leadership, anticipating key issues for the industry and developing strategies to address those matters, while consistently operating with the highest level of integrity.”

–Marilyn Wasser, Realogy Executive Vice President and General Counsel

BOARD ENGAGEMENT

Our Board of Directors is fully invested in our award-winning program and provides critical oversight for our initiatives. In the last two years, two of our independent directors, Realogy Chairman of the Board Michael Williams and Sherry M. Smith, were named to the National Association of Corporate Directors’ (NACD) Directorship 100. The NACD Directorship 100 annually recognizes the leading corporate directors, corporate governance experts, policy makers and influencers “who significantly impact boardroom practices and performance.”

REALOGY CHAIRMAN OF THE BOARD MICHAEL WILLIAMS WAS JOINED BY CEO RYAN SCHNEIDER AND OTHER EXECUTIVE LEADERS AT THE NACD DIRECTORSHIP 100 BLACK-TIE GALA IN NEW YORK CITY IN JUNE. L-R: CHIEF TECHNOLOGY OFFICER DAVID GORDON, CFO CHARLOTTE SIMONELLI, CHIEF ACCOUNTING OFFICER AND CONTROLLER TIM GUSTAVSON, SCHNEIDER, WILLIAMS, GENERAL COUNSEL MARILYN WASSER, SVP AND ASSOCIATE CORPORATE SECRETARY SETH TRUWIT, REALOGY FRANCHISE GROUP PRESIDENT AND CEO JOHN PEYTON, CHIEF ETHICS & COMPLIANCE OFFICER SHACARA DELGADO, AND NRT PRESIDENT AND CEO RYAN GORMAN.

“Shacara has shown great leadership, anticipating key issues for the industry and developing strategies to address those matters, while consistently operating with the highest level of integrity.”

–Shacara Delgado

SHACARA DELGADO

REALOGY

INTEGRITY

OUR ANNUAL COMPLIANCE PROGRAM FOCUSES ON:

- Meaningful ethics dialogue throughout the organization
- Strategies to address new threats and regulations
- Systems that build compliance into operations
- A culture of integrity built on employee engagement

I am proud to work for a company that recognizes integrity as a core value. Our Board and executive leadership have consistently set high standards that help us deliver a world-class compliance program. As a company, we are invested in maintaining our culture where all employees feel respected, valued and safe. With that foundation, our employees around the world understand that the Realogy Code of Ethics is not simply a corporate policy; it is a living set of shared principles that drive our success.”

–Marilyn Wasser, Realogy Executive Vice President and General Counsel

Chief Ethics & Compliance Officer

INTEGRITY

REALOGY
Members of our team, including our CEO Ryan Schneider, accepted the 2019 World’s Most Ethical Companies award at the Ethisphere Gala in March.

Ethics & Compliance team members including (L-R) Samantha Krantz, Kim Toomey and, CECO Shacara Delgado represented Realogy at the Ethisphere Gala.

In 2019, Realogy was one of just 128 companies across 21 countries and 50 industries honored by Ethisphere—and one of only four honorees in the Real Estate industry.

For eight consecutive years, Realogy has been recognized as one of the World’s Most Ethical Companies® by Ethisphere Institute, underscoring our ongoing commitment to act with integrity toward customers, partners, employees, brokers and agents. Companies achieving the distinction have met rigorous criteria across five categories covering the quality of their ethics and compliance program, organizational culture, corporate citizenship and responsibility, governance, and leadership and reputation.

98% OR MORE OF OUR EMPLOYEES

AGREE 🔄 I have a personal responsibility to make sure the company behaves ethically

AGREE 🔄 My co-workers act ethically in carrying out their routine dealings with outside parties

AGREE 🔄 My manager behaves ethically

**INTEGRITY**

Realogy employees bring our Code of Ethics to life in their work every day. They speak up when they have concerns, ask insightful questions and help us improve the program with their input. Every employee completes ethics training annually and in surveys, our employees consistently report their belief that the company, its leadership and its managers act ethically. Our goal in Ethics & Compliance is to provide our global workforce with the best resources to answer their questions, by having all of our policies available online and a hotline accessible from anywhere 24/7/365. If an employee faces a dilemma over a business decision, we have a variety of guidance ready for them—from a straightforward decision tree to help guide them in their thinking to legal and compliance professionals standing by to assist.

**EMPLOYEE ENGAGEMENT**

Realogy employees bring our Code of Ethics to life in their work every day. They speak up when they have concerns, ask insightful questions and help us improve the program with their input. Every employee completes ethics training annually and in surveys, our employees consistently report their belief that the company, its leadership and its managers act ethically. Our goal in Ethics & Compliance is to provide our global workforce with the best resources to answer their questions, by having all of our policies available online and a hotline accessible from anywhere 24/7/365. If an employee faces a dilemma over a business decision, we have a variety of guidance ready for them—from a straightforward decision tree to help guide them in their thinking to legal and compliance professionals standing by to assist.

**EMPLOYEE ENGAGEMENT**

Realogy employees bring our Code of Ethics to life in their work every day. They speak up when they have concerns, ask insightful questions and help us improve the program with their input. Every employee completes ethics training annually and in surveys, our employees consistently report their belief that the company, its leadership and its managers act ethically. Our goal in Ethics & Compliance is to provide our global workforce with the best resources to answer their questions, by having all of our policies available online and a hotline accessible from anywhere 24/7/365. If an employee faces a dilemma over a business decision, we have a variety of guidance ready for them—from a straightforward decision tree to help guide them in their thinking to legal and compliance professionals standing by to assist.

98% OR MORE OF OUR EMPLOYEES

AGREE 🔄 I have a personal responsibility to make sure the company behaves ethically

AGREE 🔄 My co-workers act ethically in carrying out their routine dealings with outside parties

AGREE 🔄 My manager behaves ethically

**INTEGRITY**

Realogy employees bring our Code of Ethics to life in their work every day. They speak up when they have concerns, ask insightful questions and help us improve the program with their input. Every employee completes ethics training annually and in surveys, our employees consistently report their belief that the company, its leadership and its managers act ethically. Our goal in Ethics & Compliance is to provide our global workforce with the best resources to answer their questions, by having all of our policies available online and a hotline accessible from anywhere 24/7/365. If an employee faces a dilemma over a business decision, we have a variety of guidance ready for them—from a straightforward decision tree to help guide them in their thinking to legal and compliance professionals standing by to assist.

**EMPLOYEE ENGAGEMENT**

Realogy employees bring our Code of Ethics to life in their work every day. They speak up when they have concerns, ask insightful questions and help us improve the program with their input. Every employee completes ethics training annually and in surveys, our employees consistently report their belief that the company, its leadership and its managers act ethically. Our goal in Ethics & Compliance is to provide our global workforce with the best resources to answer their questions, by having all of our policies available online and a hotline accessible from anywhere 24/7/365. If an employee faces a dilemma over a business decision, we have a variety of guidance ready for them—from a straightforward decision tree to help guide them in their thinking to legal and compliance professionals standing by to assist.

98% OR MORE OF OUR EMPLOYEES

AGREE 🔄 I have a personal responsibility to make sure the company behaves ethically

AGREE 🔄 My co-workers act ethically in carrying out their routine dealings with outside parties

AGREE 🔄 My manager behaves ethically

**INTEGRITY**

Realogy employees bring our Code of Ethics to life in their work every day. They speak up when they have concerns, ask insightful questions and help us improve the program with their input. Every employee completes ethics training annually and in surveys, our employees consistently report their belief that the company, its leadership and its managers act ethically. Our goal in Ethics & Compliance is to provide our global workforce with the best resources to answer their questions, by having all of our policies available online and a hotline accessible from anywhere 24/7/365. If an employee faces a dilemma over a business decision, we have a variety of guidance ready for them—from a straightforward decision tree to help guide them in their thinking to legal and compliance professionals standing by to assist.

**EMPLOYEE ENGAGEMENT**

Realogy employees bring our Code of Ethics to life in their work every day. They speak up when they have concerns, ask insightful questions and help us improve the program with their input. Every employee completes ethics training annually and in surveys, our employees consistently report their belief that the company, its leadership and its managers act ethically. Our goal in Ethics & Compliance is to provide our global workforce with the best resources to answer their questions, by having all of our policies available online and a hotline accessible from anywhere 24/7/365. If an employee faces a dilemma over a business decision, we have a variety of guidance ready for them—from a straightforward decision tree to help guide them in their thinking to legal and compliance professionals standing by to assist.

98% OR MORE OF OUR EMPLOYEES

AGREE 🔄 I have a personal responsibility to make sure the company behaves ethically

AGREE 🔄 My co-workers act ethically in carrying out their routine dealings with outside parties

AGREE 🔄 My manager behaves ethically

**INTEGRITY**

Realogy employees bring our Code of Ethics to life in their work every day. They speak up when they have concerns, ask insightful questions and help us improve the program with their input. Every employee completes ethics training annually and in surveys, our employees consistently report their belief that the company, its leadership and its managers act ethically. Our goal in Ethics & Compliance is to provide our global workforce with the best resources to answer their questions, by having all of our policies available online and a hotline accessible from anywhere 24/7/365. If an employee faces a dilemma over a business decision, we have a variety of guidance ready for them—from a straightforward decision tree to help guide them in their thinking to legal and compliance professionals standing by to assist.

**EMPLOYEE ENGAGEMENT**

Realogy employees bring our Code of Ethics to life in their work every day. They speak up when they have concerns, ask insightful questions and help us improve the program with their input. Every employee completes ethics training annually and in surveys, our employees consistently report their belief that the company, its leadership and its managers act ethically. Our goal in Ethics & Compliance is to provide our global workforce with the best resources to answer their questions, by having all of our policies available online and a hotline accessible from anywhere 24/7/365. If an employee faces a dilemma over a business decision, we have a variety of guidance ready for them—from a straightforward decision tree to help guide them in their thinking to legal and compliance professionals standing by to assist.

98% OR MORE OF OUR EMPLOYEES

AGREE 🔄 I have a personal responsibility to make sure the company behaves ethically

AGREE 🔄 My co-workers act ethically in carrying out their routine dealings with outside parties

AGREE 🔄 My manager behaves ethically

**INTEGRITY**

Realogy employees bring our Code of Ethics to life in their work every day. They speak up when they have concerns, ask insightful questions and help us improve the program with their input. Every employee completes ethics training annually and in surveys, our employees consistently report their belief that the company, its leadership and its managers act ethically. Our goal in Ethics & Compliance is to provide our global workforce with the best resources to answer their questions, by having all of our policies available online and a hotline accessible from anywhere 24/7/365. If an employee faces a dilemma over a business decision, we have a variety of guidance ready for them—from a straightforward decision tree to help guide them in their thinking to legal and compliance professionals standing by to assist.

**EMPLOYEE ENGAGEMENT**

Realogy employees bring our Code of Ethics to life in their work every day. They speak up when they have concerns, ask insightful questions and help us improve the program with their input. Every employee completes ethics training annually and in surveys, our employees consistently report their belief that the company, its leadership and its managers act ethically. Our goal in Ethics & Compliance is to provide our global workforce with the best resources to answer their questions, by having all of our policies available online and a hotline accessible from anywhere 24/7/365. If an employee faces a dilemma over a business decision, we have a variety of guidance ready for them—from a straightforward decision tree to help guide them in their thinking to legal and compliance professionals standing by to assist.
Realogy believes that cultivating a spirit of inclusion and respect produces a healthy diversity of ideas, viewpoints and cultures. Our core values are realized through the passion and energy of our diverse team members.

WOMEN LEADERS
Women hold multiple C-level and senior leadership positions at Realogy, including 40 percent of its executive officers. The President of Cartus, as well as Realogy’s General Counsel, Chief Financial Officer, Chief Human Resources Officer, Chief Ethics & Compliance Officer and Chief Information Security Officer are women. Women also comprise 30 percent of Realogy’s Board of Directors, nearly double the national average of 17.7 percent for Russell 3000 companies. Both the Women’s Forum of New York and Executive Women of New Jersey have repeatedly recognized Realogy for exceeding the national average of Board seats held by women and “leading the way to parity by 2025.”

DIVERSITY VISION
We strive to be the preferred company for diverse talent, leveraging inclusion and individuality as the foundation of our competitive advantage.

We focus on these four areas:

Framework
Our work in support of our diversity efforts is steadfast and ongoing, and relentless in its pursuit of an ideal workplace, marketplace, industry and world.

People
Our employees and brand-affiliated representatives are prominent at diversity-focused industry conferences each year, where our executives frequently serve as chairpersons, hosts, speakers, panelists and moderators.

Partnerships
We form and foster partnerships with professional real estate associations whose ongoing missions are to improve the homeownership rates of the Hispanic, Asian-American, African-American, LGBT+ and other diverse communities.

Suppliers
Supplier diversity is a component of our comprehensive diversity program. With inclusion as our core principle, we are committed to its applicability with incumbent and other potential diversity suppliers.

Realogy’s Supplier Diversity program builds awareness of the social responsibility of our company, our employees, and our partners and subcontractors to provide opportunities for minority- and women-owned businesses. The program is not driven by outside regulation or mandatory requirements; rather, it is a proactive effort to recognize and support programs that enhance the communities we serve and provide an economic stimulus for businesses owned by minorities and women.

Spotlight on Cartus: Supplier Diversity
Cartus, our relocation and workforce solutions business, is a recognized leader in supplier diversity. Last year, Cartus disbursed $105 million to small, minority- and women-owned business enterprises (S/M/WBEs). The company also increased its year-over-year spend with service-disabled veteran-owned businesses by 70 percent.

For its dedication and commitment to promoting supplier diversity, Cartus was:

- Recognized by the Hispanic Business Merchants Association of Bridgeport (CT) for commitment and outstanding performance in subcontracting to Hispanic owned businesses
- Recognized by the U.S. Small Business Administration as a leader dealing with small, disadvantaged, and women-owned businesses
- Called a “trendsetter” by the Connecticut Minority Supplier Development Council
- Benchmarked by corporations seeking to develop world-class diversity programs
- Recognized by the U.S. Small Business Administration, who rated Cartus’ diversity program as “Highly Successful” and called our 12.2% Small Women-Owned Business contribution to our government clients “an exceptional achievement”
Making it REAL(ogy)

Giving feedback can be tough.
Teaching how to give it can be even tougher.

We’ve made the process entertaining, effective and educational in our Feedback Video Series, a new way to think about an age-old topic. “Entertaining” because we feature Realogy employees – transformed into avatars – in an animated video to deliver material in scripts they’ve helped write. “Effective” because 70 percent of our employees work at sites where they can’t be taught in-person. This brings the course to them, when and where they need it. And most important, “educational” because it demonstrates how feedback works in real-life situations.

LinkedIn cited Realogy as a TOP USER, with our employees logging over 9,500 hours of training, including 150,000 videos and 5,000 courses.

Cultivating Our Talent
DEVELOP YOUR CAREER, EVERY DAY

If you’re not learning, you’re not growing. RealU, our new learning and development platform, makes it more convenient for employees to learn and grow anywhere, anytime.

Offerings include:
Our Language of Leadership: To ensure we’re all speaking the same language, we offer employees a Situational Leadership course, the most widely used leadership model in the world. It empowers individuals to ask for what they need, and helps managers adapt to specific situations so we can all perform at our best. Originally offered to 87 top executives in 2017, we’ve expanded the program to over 450 employees.
LinkedIn Learning: The most modern and comprehensive learning solution available, the program offers thousands of videos and courses designed to enhance business, leadership and technical skills.

LinkedIn cited Realogy as a TOP USER, with our employees logging over 9,500 hours of training, including 150,000 videos and 5,000 courses.

Great Place to Work

In 2019, Realogy earned certification by the independent analysts at Great Place to Work for the second straight year. Great Place to Work is the global authority on high trust, high performance workplace cultures, and we were delighted to again be recognized for the culture we’ve built with our talented employees.

Realogy CEO Ryan M. Schneider called the honor a testament to the employees who devote themselves every day to making our agents and franchisees more successful in addition to their dedication, talent and passion that truly make Realogy a great place to work.

“...organizations that earn their employees’ trust create great workplace cultures that drive business performance.”

~Sarah Lewis-Kulin, Vice President of Best Workplace List Research at Great Place to Work Institute
Realogy focuses on a holistic approach to inclusiveness through diversity and inclusion councils in various business units and across the enterprise.

The Realogy Diversity & Inclusion Council was formed at the inception of our company, creating Realogy’s Employee Resource Groups (ERGs) with the support of employee members and business leader sponsors to drive diversity.

Our ERGs include Asian and Pacific Islander Alliance, African-American and Caribbean, One Voz – Hispanic & Latino, NextGen, REALabilities, REAL Pride, SERVICE and Women’s. Together our ERGs work to promote an inclusive culture company-wide.

The NextGen ERG hosted Eats with an Exec, where members dined with executives including CEO Ryan Schneider, RFG President and CEO John Peyton and Century 21 President and CEO Michael Miedler and chatted about work, hobbies and personal goals.

OneVoz and RealPride jointly hosted an event selling tickets to a Red Bulls Pride Night soccer game, raising funds for Big Brother Big Sister.

In January 2019, Sarah McBride, National Press Secretary for Human Rights Campaign and an open trans woman visited Realogy Headquarters in Madison, NJ. Realogy started covering trans medical costs this year.

Several hundred Realogy employees, including John Peyton, president and CEO of the Realogy Franchise Group, have been not only supportive of our key initiatives, but highly engaged in seeing that they come to fruition.”

– John Thorpe, Regional Vice President at Better Homes and Gardens Real Estate and chair, of the RealPride ERG

“In January 2019, Sarah McBride, National Press Secretary for Human Rights Campaign and an open trans woman visited Realogy Headquarters in Madison, NJ. Realogy started covering trans medical costs this year.

Several hundred Realogy employees, including John Peyton, president and CEO of the Realogy Franchise Group, have been not only supportive of our key initiatives, but highly engaged in seeing that they come to fruition.”

– John Thorpe, Regional Vice President at Better Homes and Gardens Real Estate and chair, of the RealPride ERG

“RealPride

“The LGBT+ community and its allies have a home at Realogy...I was thrilled when I was asked to chair the RealPride ERG. I knew that as an employee of Realogy for 15 years that I had a desire and responsibility to embark on a very forward presence for the LGBT+ community at Realogy and beyond. Ryan Schneider and John Peyton, president and CEO of the Realogy Franchise Group, have been not only supportive of our key initiatives, but highly engaged in seeing that they come to fruition.”

– John Thorpe, Regional Vice President at Better Homes and Gardens Real Estate and chair, of the RealPride ERG

“Our Workplace

Realogy focuses on a holistic approach to inclusiveness through diversity and inclusion councils in various business units and across the enterprise.

The Realogy Diversity & Inclusion Council was formed at the inception of our company, creating Realogy’s Employee Resource Groups (ERGs) with the support of employee members and business leader sponsors to drive diversity.

Our ERGs include Asian and Pacific Islander Alliance, African-American and Caribbean, One Voz – Hispanic & Latino, NextGen, REALabilities, REAL Pride, SERVICE and Women’s. Together our ERGs work to promote an inclusive culture company-wide.

The NextGen ERG hosted Eats with an Exec, where members dined with executives including CEO Ryan Schneider, RFG President and CEO John Peyton and Century 21 President and CEO Michael Miedler and chatted about work, hobbies and personal goals.

OneVoz and RealPride jointly hosted an event selling tickets to a Red Bulls Pride Night soccer game, raising funds for Big Brother Big Sister.

In January 2019, Sarah McBride, National Press Secretary for Human Rights Campaign and an open trans woman visited Realogy Headquarters in Madison, NJ. Realogy started covering trans medical costs this year.

Several hundred Realogy employees, including John Peyton, president and CEO of the Realogy Franchise Group, have been not only supportive of our key initiatives, but highly engaged in seeing that they come to fruition.”

– John Thorpe, Regional Vice President at Better Homes and Gardens Real Estate and chair, of the RealPride ERG

Realogy focuses on a holistic approach to inclusiveness through diversity and inclusion councils in various business units and across the enterprise.

The Realogy Diversity & Inclusion Council was formed at the inception of our company, creating Realogy’s Employee Resource Groups (ERGs) with the support of employee members and business leader sponsors to drive diversity.

Our ERGs include Asian and Pacific Islander Alliance, African-American and Caribbean, One Voz – Hispanic & Latino, NextGen, REALabilities, REAL Pride, SERVICE and Women’s. Together our ERGs work to promote an inclusive culture company-wide.

The NextGen ERG hosted Eats with an Exec, where members dined with executives including CEO Ryan Schneider, RFG President and CEO John Peyton and Century 21 President and CEO Michael Miedler and chatted about work, hobbies and personal goals.

OneVoz and RealPride jointly hosted an event selling tickets to a Red Bulls Pride Night soccer game, raising funds for Big Brother Big Sister.

In January 2019, Sarah McBride, National Press Secretary for Human Rights Campaign and an open trans woman visited Realogy Headquarters in Madison, NJ. Realogy started covering trans medical costs this year.

Several hundred Realogy employees, including John Peyton, president and CEO of the Realogy Franchise Group, have been not only supportive of our key initiatives, but highly engaged in seeing that they come to fruition.”

– John Thorpe, Regional Vice President at Better Homes and Gardens Real Estate and chair, of the RealPride ERG

Realogy focuses on a holistic approach to inclusiveness through diversity and inclusion councils in various business units and across the enterprise.

The Realogy Diversity & Inclusion Council was formed at the inception of our company, creating Realogy’s Employee Resource Groups (ERGs) with the support of employee members and business leader sponsors to drive diversity.

Our ERGs include Asian and Pacific Islander Alliance, African-American and Caribbean, One Voz – Hispanic & Latino, NextGen, REALabilities, REAL Pride, SERVICE and Women’s. Together our ERGs work to promote an inclusive culture company-wide.

The NextGen ERG hosted Eats with an Exec, where members dined with executives including CEO Ryan Schneider, RFG President and CEO John Peyton and Century 21 President and CEO Michael Miedler and chatted about work, hobbies and personal goals.

OneVoz and RealPride jointly hosted an event selling tickets to a Red Bulls Pride Night soccer game, raising funds for Big Brother Big Sister.

In January 2019, Sarah McBride, National Press Secretary for Human Rights Campaign and an open trans woman visited Realogy Headquarters in Madison, NJ. Realogy started covering trans medical costs this year.

Several hundred Realogy employees, including John Peyton, president and CEO of the Realogy Franchise Group, have been not only supportive of our key initiatives, but highly engaged in seeing that they come to fruition.”

– John Thorpe, Regional Vice President at Better Homes and Gardens Real Estate and chair, of the RealPride ERG

Realogy focuses on a holistic approach to inclusiveness through diversity and inclusion councils in various business units and across the enterprise.

The Realogy Diversity & Inclusion Council was formed at the inception of our company, creating Realogy’s Employee Resource Groups (ERGs) with the support of employee members and business leader sponsors to drive diversity.

Our ERGs include Asian and Pacific Islander Alliance, African-American and Caribbean, One Voz – Hispanic & Latino, NextGen, REALabilities, REAL Pride, SERVICE and Women’s. Together our ERGs work to promote an inclusive culture company-wide.

The NextGen ERG hosted Eats with an Exec, where members dined with executives including CEO Ryan Schneider, RFG President and CEO John Peyton and Century 21 President and CEO Michael Miedler and chatted about work, hobbies and personal goals.

OneVoz and RealPride jointly hosted an event selling tickets to a Red Bulls Pride Night soccer game, raising funds for Big Brother Big Sister.

In January 2019, Sarah McBride, National Press Secretary for Human Rights Campaign and an open trans woman visited Realogy Headquarters in Madison, NJ. Realogy started covering trans medical costs this year.

Several hundred Realogy employees, including John Peyton, president and CEO of the Realogy Franchise Group, have been not only supportive of our key initiatives, but highly engaged in seeing that they come to fruition.”

– John Thorpe, Regional Vice President at Better Homes and Gardens Real Estate and chair, of the RealPride ERG

Realogy focuses on a holistic approach to inclusiveness through diversity and inclusion councils in various business units and across the enterprise.

The Realogy Diversity & Inclusion Council was formed at the inception of our company, creating Realogy’s Employee Resource Groups (ERGs) with the support of employee members and business leader sponsors to drive diversity.

Our ERGs include Asian and Pacific Islander Alliance, African-American and Caribbean, One Voz – Hispanic & Latino, NextGen, REALabilities, REAL Pride, SERVICE and Women’s. Together our ERGs work to promote an inclusive culture company-wide.

The NextGen ERG hosted Eats with an Exec, where members dined with executives including CEO Ryan Schneider, RFG President and CEO John Peyton and Century 21 President and CEO Michael Miedler and chatted about work, hobbies and personal goals.

OneVoz and RealPride jointly hosted an event selling tickets to a Red Bulls Pride Night soccer game, raising funds for Big Brother Big Sister.

In January 2019, Sarah McBride, National Press Secretary for Human Rights Campaign and an open trans woman visited Realogy Headquarters in Madison, NJ. Realogy started covering trans medical costs this year.

Several hundred Realogy employees, including John Peyton, president and CEO of the Realogy Franchise Group, have been not only supportive of our key initiatives, but highly engaged in seeing that they come to fruition.”

– John Thorpe, Regional Vice President at Better Homes and Gardens Real Estate and chair, of the RealPride ERG

Realogy focuses on a holistic approach to inclusiveness through diversity and inclusion councils in various business units and across the enterprise.

The Realogy Diversity & Inclusion Council was formed at the inception of our company, creating Realogy’s Employee Resource Groups (ERGs) with the support of employee members and business leader sponsors to drive diversity.

Our ERGs include Asian and Pacific Islander Alliance, African-American and Caribbean, One Voz – Hispanic & Latino, NextGen, REALabilities, REAL Pride, SERVICE and Women’s. Together our ERGs work to promote an inclusive culture company-wide.

The NextGen ERG hosted Eats with an Exec, where members dined with executives including CEO Ryan Schneider, RFG President and CEO John Peyton and Century 21 President and CEO Michael Miedler and chatted about work, hobbies and personal goals.

OneVoz and RealPride jointly hosted an event selling tickets to a Red Bulls Pride Night soccer game, raising funds for Big Brother Big Sister.

In January 2019, Sarah McBride, National Press Secretary for Human Rights Campaign and an open trans woman visited Realogy Headquarters in Madison, NJ. Realogy started covering trans medical costs this year.

Several hundred Realogy employees, including John Peyton, president and CEO of the Realogy Franchise Group, have been not only supportive of our key initiatives, but highly engaged in seeing that they come to fruition.”

– John Thorpe, Regional Vice President at Better Homes and Gardens Real Estate and chair, of the RealPride ERG
Realogy understands that attracting and retaining a diverse employee and agent base that mirrors the demographic needs of the market is good business and a means to promote fairness and equality in real estate.

Realogy has been recognized for its support of diversity and for the achievements of its diverse employees. In August 2018, three of Realogy’s women executives, Kate Rossi, Pauline Bennett and Cara Whitley were named to HousingWire’s 2018 Women of Influence list.

Tanya Reu-Narvaez, Realogy’s senior vice president of human resources was named Pinnacle Award Recipient by NAGLREP. The Pinnacle Award is NAGLREP’s highest honor and recognizes persons devoted to the success of the association and supportive of the LGBT+ community.

Realogy is proud to be the home of so many agents who are members of the LGBT+ community. This year, NAGLREP published its first-ever Top LGBT+ agents by number of home sales sides and volume, and Realogy-affiliated agents made up nearly 50% of the agents represented.

OTHER RECOGNITION OF WOMEN LEADERS AT REALOGY INCLUDES:

- Pamela Liebman, President and CEO of The Corcoran Group, was named to the Crain’s New York Business 2019 “50 Most Powerful Women in New York” list. The biennial ranking honors “women with the most influence, impact and power in New York,” according to Crain’s.

OTHER RECOGNITION OF WOMEN LEADERS AT REALOGY INCLUDES:

- Kate Rossi, NRT
  Kate Rossi was recognized for her leadership overseeing the sales operation of nearly 16,000 independent sales associates in seven companies on the eastern seaboard.

- Cara Whitley, Century 21
  In her role as global chief marketing officer for Century 21 Real Estate, Cara Whitley spearheaded a campaign in 2018 to usher in the largest brand identity transition in the franchise’s history.

- Pauline Bennett, NRT
  Featured on the cover of the August edition of HousingWire magazine. Pauline Bennett has served as president of the North Carolina and South Carolina operations for three years, cementing Coldwell Banker Residential Brokerage in the Carolinas as a leader in the real estate industry.

- Jason Riveiro, Realogy National Director, Multicultural and Growth Markets leads the company’s efforts to support and grow multicultural market opportunities within each Realogy Franchise Group brand and our company-owned brokerage, NRT, LLC. Prior to Realogy, Jason served as NAHREP’s first CMO.
Maribel Ramos is a graduate and an official spokesperson of the Empowering Latinas program offered by Century 21 Real Estate and its affiliated brokers to Hispanic women entrepreneurs in Miami and Houston. More than 300 Hispanic women applied to the program and received a scholarship to offset the cost of obtaining a real estate license.

Maribel Ramos is a graduate and an official spokesperson of the Empowering Latinas program offered by Century 21 Real Estate and its affiliated brokers to Hispanic women entrepreneurs in Miami and Houston. More than 300 Hispanic women applied to the program and received a scholarship to offset the cost of obtaining a real estate license.

MARKETPLACE DIVERSITY

Realogy is the first residential real estate company to endorse the Equality Act and fully support H.R. 1447 amending the Fair Housing Act to include LGBT+ as protected classes.

**REALOGY ON H.R. 1447**

Realogy is proud to announce its strong and enthusiastic support for the Fair and Equal Housing Act of 2017 (H.R. 1447). This bill amends the Fair Housing Act (FHA) under the Civil Rights Act of 1968 and expands those protected against discrimination in the sale, rental, or financing of housing. Realogy has always supported the principles of the FHA – fair housing for all – which in its current form prohibits discrimination based on race, color, national origin, religion, sex, familial status, and disability. Amending the FHA brings the law in line with the REALTORS® Code of Ethics of the National Association of Realtors and precludes discrimination based on sexual orientation and gender identity.

Realogy is a Founding member of NAGLREP, the National Association of Gay & Lesbian Real Estate Professionals, since 2006 and the only residential real estate NAGLREP partner at Gold Level.

Sotheby’s International Realty is the official sponsor of the first Top LGBT+ Agent List in partnership with the National Association of Gay & Lesbian Real Estate Professionals (NAGLREP).

77 independent sales agents affiliated with Realogy brands comprise nearly one-third of the NAHREP Top 250 Latino Agents report, including, the #1 Agent in Sales Volume, Ricardo Rodriguez, CBNRT, Boston, Mass.

REALOGY ON H.R. 1447

Realogy is proud to announce its strong and enthusiastic support for the Fair and Equal Housing Act of 2017 (H.R. 1447). This bill amends the Fair Housing Act (FHA) under the Civil Rights Act of 1968 and expands those protected against discrimination in the sale, rental, or financing of housing. Realogy has always supported the principles of the FHA – fair housing for all – which in its current form prohibits discrimination based on race, color, national origin, religion, sex, familial status, and disability. Amending the FHA brings the law in line with the REALTORS® Code of Ethics of the National Association of Realtors and precludes discrimination based on sexual orientation and gender identity.

Realogy is a Founding member of NAGLREP, the National Association of Gay & Lesbian Real Estate Professionals, since 2006 and the only residential real estate NAGLREP partner at Gold Level.

John Peyton, President & CEO of Realogy Franchise Group, spoke at NAGLREP’s national conference where he discussed change, diversity and the housing market in the future.

Sotheby’s International Realty is the official sponsor of the first Top LGBT+ Agent List in partnership with the National Association of Gay & Lesbian Real Estate Professionals (NAGLREP).

77 independent sales agents affiliated with Realogy brands comprise nearly one-third of the NAHREP Top 250 Latino Agents report, including, the #1 Agent in Sales Volume, Ricardo Rodriguez, CBNRT, Boston, Mass.

REALOGY ON H.R. 1447

Realogy is proud to announce its strong and enthusiastic support for the Fair and Equal Housing Act of 2017 (H.R. 1447). This bill amends the Fair Housing Act (FHA) under the Civil Rights Act of 1968 and expands those protected against discrimination in the sale, rental, or financing of housing. Realogy has always supported the principles of the FHA – fair housing for all – which in its current form prohibits discrimination based on race, color, national origin, religion, sex, familial status, and disability. Amending the FHA brings the law in line with the REALTORS® Code of Ethics of the National Association of Realtors and precludes discrimination based on sexual orientation and gender identity.

Realogy is a Founding member of NAGLREP, the National Association of Gay & Lesbian Real Estate Professionals, since 2006 and the only residential real estate NAGLREP partner at Gold Level.

John Peyton, President & CEO of Realogy Franchise Group, spoke at NAGLREP’s national conference where he discussed change, diversity and the housing market in the future.

John Peyton, President & CEO of Realogy Franchise Group, spoke at NAGLREP’s national conference where he discussed change, diversity and the housing market in the future.

Sotheby’s International Realty is the official sponsor of the first Top LGBT+ Agent List in partnership with the National Association of Gay & Lesbian Real Estate Professionals (NAGLREP).

77 independent sales agents affiliated with Realogy brands comprise nearly one-third of the NAHREP Top 250 Latino Agents report, including, the #1 Agent in Sales Volume, Ricardo Rodriguez, CBNRT, Boston, Mass.

REALOGY ON H.R. 1447

Realogy is proud to announce its strong and enthusiastic support for the Fair and Equal Housing Act of 2017 (H.R. 1447). This bill amends the Fair Housing Act (FHA) under the Civil Rights Act of 1968 and expands those protected against discrimination in the sale, rental, or financing of housing. Realogy has always supported the principles of the FHA – fair housing for all – which in its current form prohibits discrimination based on race, color, national origin, religion, sex, familial status, and disability. Amending the FHA brings the law in line with the REALTORS® Code of Ethics of the National Association of Realtors and precludes discrimination based on sexual orientation and gender identity.

Realogy is a Founding member of NAGLREP, the National Association of Gay & Lesbian Real Estate Professionals, since 2006 and the only residential real estate NAGLREP partner at Gold Level.

John Peyton, President & CEO of Realogy Franchise Group, spoke at NAGLREP’s national conference where he discussed change, diversity and the housing market in the future.

John Peyton, President & CEO of Realogy Franchise Group, spoke at NAGLREP’s national conference where he discussed change, diversity and the housing market in the future.

Sotheby’s International Realty is the official sponsor of the first Top LGBT+ Agent List in partnership with the National Association of Gay & Lesbian Real Estate Professionals (NAGLREP).

77 independent sales agents affiliated with Realogy brands comprise nearly one-third of the NAHREP Top 250 Latino Agents report, including, the #1 Agent in Sales Volume, Ricardo Rodriguez, CBNRT, Boston, Mass.

REALOGY ON H.R. 1447

Realogy is proud to announce its strong and enthusiastic support for the Fair and Equal Housing Act of 2017 (H.R. 1447). This bill amends the Fair Housing Act (FHA) under the Civil Rights Act of 1968 and expands those protected against discrimination in the sale, rental, or financing of housing. Realogy has always supported the principles of the FHA – fair housing for all – which in its current form prohibits discrimination based on race, color, national origin, religion, sex, familial status, and disability. Amending the FHA brings the law in line with the REALTORS® Code of Ethics of the National Association of Realtors and precludes discrimination based on sexual orientation and gender identity.

Realogy is a Founding member of NAGLREP, the National Association of Gay & Lesbian Real Estate Professionals, since 2006 and the only residential real estate NAGLREP partner at Gold Level.

John Peyton, President & CEO of Realogy Franchise Group, spoke at NAGLREP’s national conference where he discussed change, diversity and the housing market in the future.

Sotheby’s International Realty is the official sponsor of the first Top LGBT+ Agent List in partnership with the National Association of Gay & Lesbian Real Estate Professionals (NAGLREP).

77 independent sales agents affiliated with Realogy brands comprise nearly one-third of the NAHREP Top 250 Latino Agents report, including, the #1 Agent in Sales Volume, Ricardo Rodriguez, CBNRT, Boston, Mass.

REALOGY ON H.R. 1447

Realogy is proud to announce its strong and enthusiastic support for the Fair and Equal Housing Act of 2017 (H.R. 1447). This bill amends the Fair Housing Act (FHA) under the Civil Rights Act of 1968 and expands those protected against discrimination in the sale, rental, or financing of housing. Realogy has always supported the principles of the FHA – fair housing for all – which in its current form prohibits discrimination based on race, color, national origin, religion, sex, familial status, and disability. Amending the FHA brings the law in line with the REALTORS® Code of Ethics of the National Association of Realtors and precludes discrimination based on sexual orientation and gender identity.

Realogy is a Founding member of NAGLREP, the National Association of Gay & Lesbian Real Estate Professionals, since 2006 and the only residential real estate NAGLREP partner at Gold Level.

John Peyton, President & CEO of Realogy Franchise Group, spoke at NAGLREP’s national conference where he discussed change, diversity and the housing market in the future.

John Thope, Regional Vice President at Better Homes and Gardens Real Estate and chair of the RealPride ERG, has been a vocal advocate for diversity and inclusion within Realogy and for the company’s efforts to support equality and fairness in the industry.

John Thope, Regional Vice President at Better Homes and Gardens Real Estate and chair of the RealPride ERG, has been a vocal advocate for diversity and inclusion within Realogy and for the company’s efforts to support equality and fairness in the industry.

THE EQUALITY ACT

H.R. 1447 AMENDMENT

Realogy was the first residential real estate company to endorse the Equality Act and fully support H.R. 1447 amending the Fair Housing Act to include LGBT+ as protected classes.

John Thope, Regional Vice President at Better Homes and Gardens Real Estate and chair of the RealPride ERG, has been a vocal advocate for diversity and inclusion within Realogy and for the company’s efforts to support equality and fairness in the industry.

John Thope, Regional Vice President at Better Homes and Gardens Real Estate and chair of the RealPride ERG, has been a vocal advocate for diversity and inclusion within Realogy and for the company’s efforts to support equality and fairness in the industry.
Realogy provides employees with an array of health and wellness resources.

Employees receive holistic health education and programming to target many dimensions of wellness, including physical health, nutrition, mind-body wellness, financial health and workplace flexibility.

Realogy covers 100% of the cost for physical exams, screenings and vaccinations, including a half-day of paid time off for an annual physical.

We provide a wellness portal that enables employees to review their health statistics and manage their healthcare.

On-site medical care practitioners, fitness centers and nearby walking paths at several locations.

Realogy employees can take a wellness break and work out onsite at fitness centers in a number of company offices.

Realogy was named a “Gold Standard Employer” by the CEO Roundtable on Cancer for the eighth consecutive year. Realogy was re-accredited for its dedication to making wellness an integral part of the Company’s culture and satisfying the latest, comprehensive requirements of the Gold Standard.

Our new, six-week Midyear Refresh program promotes a mindfulness approach to help employees reduce stress and improve their professional and personal lives. Research shows that a simple “thank-you” can provide that emotional lift to boost health, fitness, energy, the ability to cope with stress and sleep quality.

Other programs support those trying to lose weight and fight cancer and heart disease. Teams participating in Walk at Work can earn cash donations to their favorite charities.

FISCAL FITNESS

Realogy helps employees manage their financial health as well as their physical health. The company continues to offer employees a fiscal fitness program presented by Merrill Lynch. A series of webinars gives employees greater insight into financial planning, whether they’re just starting their career or have an eye on retirement.

WELLNESS PROGRAM OBJECTIVES

- Inspire employees to adopt healthier lifestyles
- Increase employee knowledge of health-related issues
- Increase employee energy and productivity
- Encourage positive interactions in the workplace
- Maintain competitive healthcare costs for the employee and the Company

Realogy covers 100% of the cost for physical exams, screenings and vaccinations, including a half-day of paid time off for an annual physical.

We provide a wellness portal that enables employees to review their health statistics and manage their healthcare.

On-site medical care practitioners, fitness centers and nearby walking paths at several locations.

Realogy employees can take a wellness break and work out onsite at fitness centers in a number of company offices.

Realogy was named a “Gold Standard Employer” by the CEO Roundtable on Cancer for the eighth consecutive year. Realogy was re-accredited for its dedication to making wellness an integral part of the Company’s culture and satisfying the latest, comprehensive requirements of the Gold Standard.

E N H A N C E  D  M A N A G E M E N T
At Realogy, we do more than just work together. We thrive together.

Our iThrive program enables employees to support each other and causes in fun ways that promote physical, spiritual and financial wellness.

iThrive runs programs and creates educational campaigns about healthy eating, physical fitness, mental health, health observances and mind-body practices.

The iThrive Ambassador program allows smaller sites to host local programs that encourage physical activity, healthy lifestyle choices, mind-body activities and charitable events.

iThrive partnered with the REALabilities ERG to launch its first Mental Health Month campaign, May You Stress-less “Wear Green Day.”

iThrive partners with all ERGs to lead walks around the HQ campus.

In 2019, iThrive hosted Step into Spring where employees teamed up to track as many miles as they could in 4 weeks.

Collectively, over 20,000 miles were logged by the participants.

Other offices across the country, including (from top to bottom) Diamond Head Hawaii and TRG Mount Laurel, NJ wore their best green attire in honor of Mental Health Awareness Month.

TRG employees took part in Stomp Out the Stigma and wore green for Mental Health Awareness Month.

TRG team members took part in Walk with Walt, where employees walked with a member of the Senior Leadership Team, in this case Walter Mullen, Senior Vice President, Chief Strategy Officer of TRG.

REALogy goes green! Coldwell Banker team members from Hawaii (left) and Sarasota, FL (right) took part in iThrive and REALabilities’ May You Stress-Less “Wear Green Day” for Mental Health Month.

EMPLOYEE WELLNESS
Community is at the heart of everything Realogy does.

Today, Realogy has nearly 11,000 employees and 300,000 affiliated brokers and agents who are involved in philanthropic and humanitarian projects around the world. The Realogy Charitable Foundation is a nonprofit corporation whose mission is to improve the quality of life in communities where Realogy Holdings Corporation has a presence. The Foundation coordinates volunteer activities within chapters across the country with the goal of raising funds and awareness for local causes.

Realogy and its employees, affiliated agents and brokers, in partnership with the Realogy Charitable Foundation, have donated more than $100 million to philanthropic causes since 2006, including nearly $10 million last year alone.

BUILDING RELATIONSHIPS THAT INSPIRE ACTION

Our brands support charities that are meaningful to them through the fundraising efforts of brokers, franchisees, employees, and independent sales agents from offices across the country.

Jim Fite (left) and John Kersten, the top two fundraisers in the CENTURY 21 System for the last five consecutive years at Easterseals 100th Anniversary gala in Washington, DC.

CENTURY 21
Easterseals
Celebrating 40th anniversary together. $123 million since 1979 $3 million this year

ERA
Move for Hunger
As part of their global #GivingTuesday campaign, ERA® affiliated brokerages collected over 53,500 pounds of non-perishable food items, the equivalent of 44,588 meals, to fill food pantries for the holiday season.

REALOGY, CENTURY 21, COLDWELL BANKER
American Cancer Society Relay for Life and Making Strides Against Breast Cancer walks $220,000 raised/donated to support American Cancer Society’s mission $4.5 million raised/donated since 2006

RENT/Coldwell Banker
(Pittsburgh & Philadelphia)
Make a Wish Foundation $160,000 this year Nearly $1 million raised to date

NRT/Coldwell Banker (Philadelphia)
Ronald McDonald House Charities $100,000 this year Nearly $1 million raised to date

Better Homes and Gardens Real Estate and Sotheby’s International Realty
New Story
Funds to build 300 homes in Ahuachapán, El Salvador and 150 homes in Morelos, Mexico $341,210 raised by BHGRE towards goal of $480,000 $1.1 million raised by Sotheby’s International Realty

NRT/Coldwell Banker (Pittsburgh & Philadelphia)
Make a Wish Foundation $160,000 this year Nearly $1 million raised to date

NRT/Coldwell Banker
(Pittsburgh & Philadelphia)
Ronald McDonald House Charities $100,000 this year Nearly $1 million raised to date
Realogy employees in every business unit participate in regional events and organize support for various causes each month. The company provides eight paid hours per year for employees to volunteer for a charity of their choice. In 2018, more than 7,000 hours were donated.

**CARTUS**

The Cartus-Irving Diversity & Inclusion council joined the REALWarriors for Brain Health team (formed and led by Cartus-Irving employee, Charlene Lingo) to walk in the annual NAMI walk on Sat., May 4th in an effort to help bring about awareness of the importance of mental health! The team raised almost 55% of their goal which goes towards providing support, education, and advocacy to hundreds of families, individuals, educators, mental health service providers, and law enforcement professionals each year.

**COLDWELL BANKER**

Coldwell Banker Residential Brokerage in Chester took part in a Habitat for Humanity home construction project in Dover to benefit a local family. Volunteers helped Habitat for Humanity to build a new, three-bedroom Cape Cod home on a donated lot.

Coldwell Banker Residential Brokerage in Middletown hosted its fourth annual dance and luncheon for the seniors at the Middletown Senior Center at Croyden Hall. Approximately 100 seniors attended!

Volunteers:
- Rolled up their sleeves and helped construct a house for a family in need
- Organized a fundraiser for a children’s grief center
- Helped multiple pet rescues find “fur-ever” homes for dogs
- Collected dresses so young women in need could enjoy their school prom
- Hosted Irish tea and dancing for seniors
- Collected canned goods to stock local pantries
- Cleaned local parks
- Assembled care packages for soldiers
- Spent quality time creating arts and crafts with children

**COLDWELL BANKER RESIDENTIAL BROKERAGE Cares Day**

Hundreds of affiliated Coldwell Banker Residential Brokerage real estate agents and staff from the company’s 49 offices in New Jersey and Rockland County, New York gave back to their local communities via a wide array of service projects during the seventh annual Coldwell Banker Residential Brokerage Cares Day event.

**TITLES**

**TITLE ONE – COMMUNITY ONE**

CommunityOne’s mission is to improve the quality of life where we live and work by supporting organizations that help people in need. In our Paint the Town program, employees apply a fresh coat of paint to a local home that needs some help. Our quarterly $100 Own It award goes to an employee who goes above and beyond for customers, such as our colleague who arranged a roadside meeting with a trucker to sign his closing documents.
At Realogy, we understand that our operations can impact the environment and we are committed to minimizing these impacts in the most effective way.

CONSERVATION EFFORTS, LARGE AND SMALL, AT OUR MADISON, NJ HEADQUARTERS INCLUDE:

- Reducing greenhouse gases by eliminating the use of CFC’s in the building
- Maintaining honeybee hives to support local flora
- Providing electric vehicle charging stations at multiple locations, bike racks and a train-to-work shuttle service, and dedicated parking for carpools
- Reducing energy use by utilizing a building management system for efficient heating, cooling and lighting, including installation of air curtains to redirect airflow in the data center and using an HVAC Economizer below 40 degrees in winter season
- LED lighting throughout facilities and parking areas replacing 400 halogen lights
- Transitioning cleaning services at headquarters to daytime hours to further reduce energy costs and conserve resources
- Modifying faucets and bathroom facilities to be more energy efficient
- Conducting energy audit of facility to quantify existing efforts while pursuing further energy consumption initiatives
- Reducing water use by maintaining minimal lawn, incorporating permeable surfaces into our hardscape design, and exploring the development of a rainwater management program
- Collecting waste from cafeteria food preparation for composting
- Moving to centralized trash collection, thereby eliminating the use of 215,000 plastic liners annually
- Charging stations are available at multiple corporate office locations for employees using electric vehicles with hopes of inspiring other employees to make the switch.
- Our headquarters in Madison, NJ features two honeybee hives to aid in the pollination of plants located around the building.
- Realogy’s headquarters building interior is LEED® Gold certified, and the building’s exterior is LEED® Silver certified by the Green Building Certification Institute.
Across our company, we put environmentally friendly practices into effect every day, such as recycling, conservation, and efficient office management practices that include paper reduction, alternative commuting options, and local community initiatives.

Realogy’s headquarters features a 10,000-square-foot open-air courtyard.

Bird houses can be found outside at Realogy’s headquarters providing a safe place for birds to nest. The birds also assist with weed and pest control, flower pollination and conservation.

In 2018, Realogy was named a Platinum Level New Jersey Smart Workplace by NJ TransOptions for the third year in a row for outstanding achievement in promoting commuting options for its employees.

CARTUS
Cartus actively supports the 10 principles of the United Nations Global Compact and has made strides over the last year in areas of continuing concern—Human Rights, Labor, Environment and Anti-Corruption—with new initiatives, outlined in the Cartus 2019 Global Citizenship Report.

Cartus is committed to staying abreast of ever-growing environmental needs of its clients and the industry. The Cartus Conservation Committee has been in place for 16 years and continues to find ways to decrease the company’s environmental impact and educate employees on conservation activities.

For its efforts, Cartus has received numerous awards, including the GreenCircle Award, an Environmental Protection Silver Certificate and the EcoVadis EcoLeadership Award.

We conserve, we recycle, we reuse, we protect—in the past year our recycling efforts conserved the following resources:

- 2,240 mature trees
  - Enough to produce 27,755,597 sheets of newspaper
- 475,814 kW-hrs of electricity
  - Enough to power 43 homes for a full year
- 3,090 gallons of oil
  - Enough energy to heat and cool 15 homes for a full year
- 732 gallons of gasoline
  - Enough to drive 20,496 miles
- 773,620 gallons of water
  - Enough to meet the fresh water needs of 18,854 people for a year

In 2018, Realogy was named a Platinum Level New Jersey Smart Workplace by NJ TransOptions for the third year in a row for outstanding achievement in promoting commuting options for its employees.